

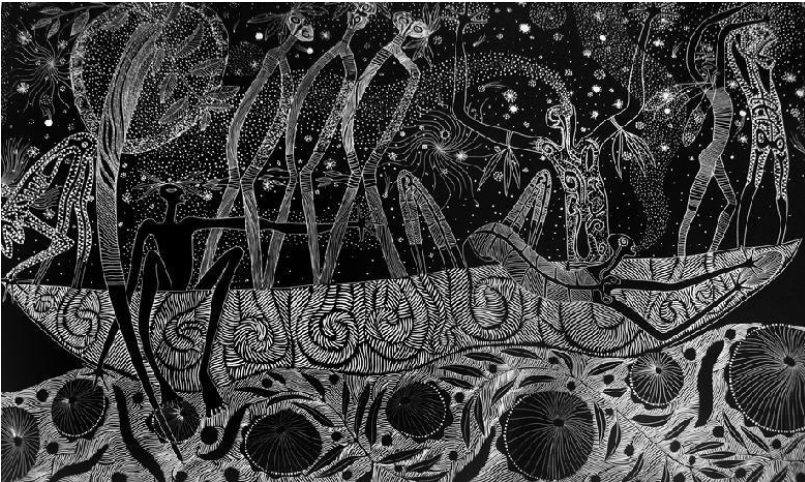


# Research



## *Aboriginal and Torres Strait Islander Research Strategy 2017-2020*

*"Spirit Ark" by Arone Meeks*



*Linocut, printed in black ink from one block, . Edition of 35.  
Paper: Hahnemule 350gsm alpha rayon, (Germany)  
Ink type: Van Son (Holland)*

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**Artwork Story (written by Arone Meeks):**

*This work is based on navigation by the stars, the boat being both a symbolic vehicle to travel back to the dreaming in and a connection with country, spirit and place. Contained within this vessel are elements of my childhood – the figure with three dillybags, a guiding light (far left), my mother (far right) and the three mangrove men figures. These designs, like those below the boat in the water, are location markers. They talk of the dugong seagrasses, irukandji jellyfish, sea cucumbers and the spawning coral.*

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# Acknowledgement

We acknowledge and honour the Giabal and Jarowair peoples of the Toowoomba area; the Jagera, Yuggera and Ugarapul peoples of the Springfield and Ipswich areas; the Kambuwal peoples of the Stanthorpe area; and the Eora peoples of Sydney as the Traditional Owners and Custodians of the lands and waterways where the University of Southern Queensland is located.

Further, we acknowledge the cultural diversity of all Aboriginal and Torres Strait Islander peoples and pay respect to Elders past, present and future.

We celebrate the continuous living cultures of First Australians and acknowledge the important contributions Aboriginal and Torres Strait Islander people have and continue to make in Australian society.

The University respects and acknowledges our Aboriginal and Torres Strait Islander students, staff, Elders and Indigenous visitors who come from many nations.

## A NOTE ON TERMINOLOGY

In developing this document, USQ has sought to use culturally appropriate terminology and terms acceptable to Aboriginal and Torres Strait Islander communities as a sign of respect for Aboriginal and Torres Strait Islander peoples and cultures.

Reference should be made to the *USQ Aboriginal and Torres Strait Islander Cultural Protocols*.

USQ welcomes feedback on what is considered acceptable and unacceptable in the use of language. (ResearchIntegrity@usq.edu.au)

# *Our Vision for Reconciliation*

Through learning and teaching, research and community engagement activities, our Vision for Reconciliation is to support an Australia:

- where equity exists between Aboriginal and Torres Strait Islander peoples and other Australians in all areas including educational and employment attainment, life expectancy and quality of life; and
- where all Australians will acknowledge and celebrate the unique place of Aboriginal and Torres Strait Islander peoples in our society.

The University is committed to delivering high standards of research practice that contribute to the future strengthening and development of Aboriginal and Torres Strait Islander communities.

## **INSTITUTIONAL CONTEXT**

The Aboriginal and Torres Strait Islander Research Strategy has been developed to be read and considered with the relevant institutional documents including: *USQ Strategic Plan, USQ Research Plan, USQ Social Justice Strategic Plan, USQ Reconciliation Action Plan, University of Southern Queensland Enterprise Agreement, Aboriginal and Torres Strait Islander Career Development and Employment Strategy, USQ Workforce and Talent Management Plan, USQ Employment Equity and Diversity Strategy* and the *Aboriginal and Torres Strait Islander Employment Procedure*.

# Overview

As the Traditional Owners and Custodians of the lands, and with long and rich histories and cultures, Aboriginal and Torres Strait Islander peoples are recognised as having specific rights as Australia's First Peoples, and are fundamentally important within Australian society.

The Final Report of the Review of Higher Education Access and Outcomes for Aboriginal and Torres Strait Islander People published in 2012 identified the key role that university research and higher degree by research programs have in supporting the aspirations of Aboriginal and Torres Strait Islander peoples. The Report's recommendations included the need to:

- grow the number of Aboriginal and Torres Strait Islander academic staff with higher degrees by research qualifications as a basis for supporting future generations of Aboriginal and Torres Strait Islander people to access and succeed in higher education and the professions;
- build research capabilities relating to Aboriginal and Torres Strait Islander knowledge and perspectives as a basis to further enrich Australia's research profile; and
- increase opportunities and support for Aboriginal and Torres Strait Islander people and the research performed to ensure improved understanding, and to empower Aboriginal and Torres Strait Islander visions and voices.

The USQ Aboriginal and Torres Strait Islander Research Strategy outlines the aspirational research goals to support the USQ Reconciliation Action Plan. The research strategy demonstrates USQ's commitment to supporting Aboriginal and Torres Strait Islander research and researchers through:

- building opportunities, support and capability for the conduct of Aboriginal and Torres Strait Islander research, through appropriate training and professional development activities;
- building pathways into academic careers for Aboriginal and Torres Strait Islander people;
- ensuring the use of ethical and culturally appropriate research practices; and
- strengthening the relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community regarding research; and encouraging appropriate research partnerships that generate further opportunities for Aboriginal and Torres Strait Islander peoples and communities.

The strategies and framework described in the USQ Research Plan and the USQ Social Justice Strategic Plan support our vision for Aboriginal and Torres Strait Islander research. USQ is active in research that has particular relevance for Aboriginal and Torres Strait Islander communities, with the aim of improving the health and educational outcomes of Aboriginal and Torres Strait Islander children. In particular, USQ's Institute for Resilient Regions and the College for Indigenous Studies, Education and Research (CISER) provide immense scope for pursuing relevant research.

In terms of addressing the need to increase the capacity of Aboriginal and Torres Strait Islander peoples to undertake research, USQ has a history of supervising Aboriginal and Torres Strait Islander research students to completion. For instance, one of our academic staff received an Australian Award for University Teaching Citation for Outstanding Contributions to Student Learning in recognition of their development of a culturally relevant supervisory relationship with Aboriginal research students – supporting student success, enabling aspirations to be realised and benefiting Aboriginal and Torres Strait Islander communities.

Through implementing the USQ Aboriginal and Torres Strait Islander Research Strategy, the University is ensuring it both supports its Vision for Reconciliation and positions its research and higher degree by research programs to be socially responsible and community relevant. The Strategy recognises and upholds the requirements of the Australian Code for the Responsible Conduct of Research and the National Statement on Ethical Conduct in Human Research, and the values articulated in Values and Ethics - Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research. In addition, it is underpinned by the principles of the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidelines for Ethical Research in Australian Aboriginal and Torres Strait Islander Studies (GERAIS).

The USQ Aboriginal and Torres Strait Islander Research Strategy has been developed and designed in 2016 with the intention for the Strategy to be aligned with the University's Strategic Plan. This document, therefore, also serves as a basis for dialogue between the University and its communities on strategies for further improving benefits to Aboriginal and Torres Strait Islander peoples derived from the University's research and higher degree by research programs.

# Objective 1

## BUILD PATHWAYS INTO ACADEMIC CAREERS FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

STRATEGY	ACTION AND TIMEFRAME	RESPONSIBILITY
Promote pathways into higher degrees by research (HDR) for Aboriginal and Torres Strait Islander people	Ensure development of marketing programs to encourage enrolment in Higher Degree by Research (HDR) programs by Aboriginal and Torres Strait Islander students.	Executive Director (Marketing & Student Attraction) / Head, CISER
	Ensure alignment with the USQ Aboriginal and Torres Strait Islander Employment Policy and Procedure to support Aboriginal and Torres Strait Islander education and workforce participation objectives and enable research training and career development opportunities for Aboriginal and Torres Strait Islander employees.	Director (Human Resources) / Head, CISER
Expand opportunities for access and success by Aboriginal and Torres Strait Islander people to enrol in HDR programs	Ensure representation of USQ Aboriginal and Torres Strait Islander employees in academic development programs, including the Academic Professional Development, Academic Development and Outside Studies Program and Early Career Researcher Program.	Director, (Human Resources) / Associate Director, (Program Quality and Enhancement) / Head, CISER
	Implement the promotional strategy for the award of HDR Scholarships at USQ to include encouragement of applications from Aboriginal and Torres Strait Islander students.	Director (Research Training & Development) / Research Graduate Studies Student Manger
Improve capability for the supervision of Aboriginal and Torres Strait Islander HDR students	Provide assistance in the application process for a HDR Scholarship by Aboriginal and Torres Strait Islander HDR students undertaking postgraduate research in Aboriginal and Torres Strait Islander issues, who have demonstrated a commitment to their research endeavours.	Director (Research Training & Development) / Research Graduate Studies Student Manager
	Review existing support strategies for Aboriginal and Torres Strait Islander research students and identify and address any outstanding needs.	Director (Student Services and Social Justice) / Head, CISER
	Incorporate the relevant professional development in line with USQ's Aboriginal and Torres Strait Islander Cultural Competency Framework into Research Supervisor Training.	Director (Research Training & Development)/ Director (Human Resources) / Head, CISER

	<p>Ensure flexible leave arrangements for cultural reasons for Aboriginal and Torres Strait Islander HDR students. Staff members who are studying will refer to the current EB Agreement for entitlements (Aboriginal and Torres Strait Islander Cultural and Ceremonial Leave) and contact their supervisor for advice.</p> <p>HDR students will contact their Supervisor and cases will be addressed on an individual basis with the Research Graduate Studies Student Manager.</p>	<p>Director (Research Training &amp; Development) / Research Graduate Studies Student Manager / Director (Human Resources)</p>
	<p>Encourage co-supervision by Aboriginal and Torres Strait Islander supervisors on appropriate research topics.</p>	<p>DVC (R&amp;I)</p>
	<p>Establish and develop new partnerships with Aboriginal and Torres Strait Islander community groups to facilitate the co-supervision of Aboriginal and Torres Strait Islander research students.</p>	<p>DVC (R&amp;I) / Head, CISER</p>
<p>Encourage high performing Aboriginal and Torres Strait Islander HDR students to seek employment at USQ</p>	<p>Support the objectives of the USQ Aboriginal and Torres Strait Islander Employment Policy and Procedure through the development of effective and supportive recruitment procedures including placement of Aboriginal and Torres Strait Islander HDR students in a range of internships.</p>	<p>Director (Human Resources)</p>
	<p>Develop an Indigenous Visiting Scholar program to provide on-going expertise, support and momentum to Aboriginal and Torres Strait Islander research development.</p>	<p>Senior DVC / Director (Human Resources) / Head, CISER</p>



# Objective 2

## UNDERTAKE RESEARCH OF RELEVANCE TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND COMMUNITIES

STRATEGY	ACTION AND TIMEFRAME	RESPONSIBILITY
Encourage and support research projects that are of relevance to Aboriginal and Torres Strait Islander peoples and communities	Build on existing projects and research strengths within USQ to initiate research directions that address gaps, particularly those identified by Aboriginal and Torres Strait Islander communities.	DVC (R&I) / Head, CISER
	Allocate at least one HDR scholarship annually to suitable applicants who identify as an Aboriginal or Torres Strait Islander or propose a research project of direct relevance to Aboriginal or Torres Strait Islander issues.	Director (Research Training & Development)
	Provide support for research and scholarships within the College for Indigenous Studies, Education and Research.	SDVC / Head, CISER
Strengthen relationships that support research of relevance to Aboriginal and Torres Strait Islander peoples and communities	Engage with Aboriginal and Torres Strait Islander communities through existing USQ relationships (such as Elders & Valued Persons Advisory Board, the Aboriginal and Torres Strait Islander Employee Network, and Aboriginal and Torres Strait Islander students) regarding Aboriginal and Torres Strait Islander research needs.	DVC (R&I) / Head, CISER / Director, Human Resources
	Build the basis for relevant research partnerships with other universities, particularly within the Regional Universities' Network (RUN).	DVC (R&I)
Promote Aboriginal and Torres Strait Islander research and researchers	Regularly promote Aboriginal and Torres Strait Islander research and researchers both internally and externally.	Director (Corporate Communications and Public Relations)
	Continue to promote positive role models and encourage Aboriginal and Torres Strait Islander community and academic leadership, including: <ul style="list-style-type: none"> <li>continuing to present the annual Alumnus of the Year – Indigenous Service Award as part of the annual USQ Alumni Awards.</li> <li>investigate the introduction of a new award – USQ Aboriginal and Torres Strait Islander Alumnus of the Year.</li> </ul>	DVC (S&C) / DVC (AS) / Head, CISER

# Objective 3

## ENSURE SOUND AND APPROPRIATE RESEARCH PRACTICES

STRATEGY	ACTION AND TIMEFRAME	RESPONSIBILITY
Encourage best practice in Aboriginal and Torres Strait Islander research and research training	Develop and deliver training in research methodologies and processes for ethics approvals that satisfy the requirements of academic and Aboriginal and Torres Strait Islander communities. This may include drawing on methodologies (such as participatory action research) that maximise the benefits of the involvement of Aboriginal and Torres Strait Islander peoples and communities from the perspective of both the participants and the research project itself.	Director (Office of Research) / Manager, Research Integrity & Ethics / Head, CISER / Associate Deans (Research and Research Training)
	Ensure that policies, procedures, application/approval processes and practices reflect good research ethics as outlined in the Values and Ethics - Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research, Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidelines for Ethical Research in Australian Aboriginal and Torres Strait Islander Studies (GERAIS) and the National Statement on Ethical Conduct in Human Research.	Director (Office of Research) / Manager, Research Integrity & Ethics
	Maintain the inclusion of expertise in Aboriginal and Torres Strait Islander research to the membership of the USQ Human Research Ethics Committee (HREC) in accordance with section 5.1.29 of the National Statement on Ethical Conduct in Human Research, 2007(NSECHR).	Director (Office of Research) / Manager, Research Integrity & Ethics / HREC Chair
Strengthen relationships with Aboriginal and Torres Strait Islander communities regarding research	Maintain channels for two-way communication between the University and local Aboriginal and Torres Strait Islander communities, including through the Elders & Valued Persons Advisory Board and the Aboriginal and Torres Strait Islander Employee Network.	Vice-Chancellor / DVC (R&I) / Executive Directors of Research Institutes / Head, CISER / Director, Human Resources

# Resources

1. Australian Code for the Responsible Conduct of Research  
<https://www.nhmrc.gov.au/guidelines/publications/r39>
2. AIATSIS Guidelines for Ethical Research in Australian Aboriginal and Torres Strait Islander Studies (GERAIS) <http://www.datsima.qld.gov.au/atsis/everybodys-business/protocols-for-consultation-and-negotiation-with-aboriginal-people>
3. Values and Ethics - Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research (NH&MRC) <https://www.nhmrc.gov.au/guidelines/publications/e52>
4. Keeping research on track: a guide for Aboriginal and Torres Strait Islander Peoples about health research ethics (NH&MRC) <http://www.nhmrc.gov.au/guidelines/publications/e65>
5. Working with Aboriginal and Torres Strait Islander communities, Communicating Effectively with Aboriginal and Torres Strait Islander people (Queensland Health)  
[http://www.health.qld.gov.au/deadly\\_ears/docs/hp-res-comeffect.pdf](http://www.health.qld.gov.au/deadly_ears/docs/hp-res-comeffect.pdf)
6. Protocols for consultation and negotiation with Aboriginal people (Queensland Department of Aboriginal and Torres Strait Islander and Multicultural Affairs) <http://www.datsima.qld.gov.au/atsis/everybodys-business/protocols-for-consultation-and-negotiation-with-aboriginal-people>
7. Cultural Protocols for Working in Aboriginal and Torres Strait Islander Communities (Menziess School of Health Research) [http://www.qsa.qld.edu.au/downloads/senior/snr\\_atsi\\_10\\_handbook.pdf](http://www.qsa.qld.edu.au/downloads/senior/snr_atsi_10_handbook.pdf)
8. National Statement on Ethical Conduct in Human Research, 2007(NSECHR)
9. <https://www.nhmrc.gov.au/guidelines/publications/e72>

